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DEPARTMENT OF
SOLDIERS' CIVIL RE-ESTABLISHMENT



1919

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The EDITH and LORNE PIERCE
COLLECTION *of* CANADIANA



Queen's University at Kingston



DEPARTMENT OF
SOLDIERS' CIVIL RE-ESTABLISHMENT

MINISTER'S OFFICE

THE Government of Canada is, through the Department of Soldiers' Civil Re-Establishment, making every effort towards assisting disabled ex-members of the Forces to become again producing factors in Canadian National Life. The Government bespeaks in this work the sympathetic and practical co-operation of every Canadian citizen, and further urges every individual ex-soldier seeking civil re-establishment to take full advantage of the opportunity so provided.

James A. Longreed

Minister,
Department of Soldiers' Civil Re-Establishment.

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DEPARTMENT OF
SOLDIERS' CIVIL RE-ESTABLISHMENT

Ypres

Langemarck

St. Julien

St. Eloi

Sanctuary Wood

Hooge

Somme



Courcelette

Vimy Ridge

Arleux

Fresnoy

Lens

Hill 70

Passchendaele

Last Hundred Days—and Mons

FULFILL THE PROMISE : : PAY THE DEBT

RE-ESTABLISH THE MAN

THROUGH the gallantry of the Canadian Corps, the name of the Dominion of Canada has been blazoned far and wide. These men who have contributed to this end have engaged in an advertising campaign which has accomplished more for this Dominion in five years than could have been done in five hundred years of peace.

Canada's fighting corps did not advertise their country by means of pen and ink, and all the modern machinery which goes with launching of a vast publicity policy. They have done it with their flesh and their bone and their blood, and their sacrifice cannot be measured by mere words of praise. Pay the advertising bill.

INTRODUCTORY WORD

THE display made by the Department of Soldiers' Civil Re-Establishment at the Canadian National Exhibition, 1919, marks a second similar attempt at bringing to the eye and the heart of every true Canadian some comprehension of the work it is endeavouring to accomplish successfully.

Of small avail, it is felt, will the best effort of the Department prove if the great general public remains in the dark or callous to the veterans' re-establishment cause.

The able-bodied man out of uniform is in need of every consideration—he has earned it by services rendered—he needs employment. The exhibit should be a striking reminder to every employer.

And much more, the man with wounds or other disability is in need of practical assistance rather than mawkish sympathy. He and they of his intimate circle require enlightenment as to what can be done for him. Public sympathy is but a broken reed for him to lean upon; far better the firm buttress of a gainful trade or occupation.

“Yield not thy neck to fortune's yoke, but let thy dauntless mind still ride in triumph over all mischance.” Such should be the attitude of the disabled Canadian. To suggest an adoption of that attitude it is hoped the exhibit may usefully tend. In this important phase of the Department's elaborate organization, the real power that turns everything to account is the personal effort of the war-handled veteran himself—born of a desire not to be an object of pity, but to be pronounced fit for the civilian's battle.

Public sympathy a broken reed! For you who will glance over what follows is there not a bounden duty—whether you are relative or friend, employer or fellow-worker, or neighbour of the Canadian who proved himself a man “over there”—is there not an opportunity to ameliorate his circumstances, as far as may be, in a sane way?

Resolve to make your personal effort on behalf of the ex-service man—one to influence him to make the best of difficulties which can be surmounted.

*Reason's whole pleasure, all the joys of sense,
Lie in three words, health, peace, and competence.
—Pope.*

*I***N a manner of speaking that's the poetry of Re-Establishment. Disabled veterans of the Great War! there's the bald, unvarnished prose of it that must not be lost sight of.**

The Government is pledged to do its share in easing your burden as you limp out of khaki; your fellow citizens are doing theirs; but unless you resolve to play the man to the end, and work with a will, you are not giving the system a "fair shake." Give to the rest some of the "square deal" that you rightly wish for yourself.

GOVERNMENT CANNOT DO IT ALL

"To face death at command, recklessly, is the final glorious act of the civilian become a soldier. To face life, courageously, under any handicapping disability is the obligation imposed upon the soldier returning to civil life."

Yes, but listen!

For the crippled soldiers who went forth amid their countrymen's din of "God-speed," that the Kaiser might be crushed, the Dominion Government provides, in addition to medical care, special training for self-support. To the minors, also—who buckled a man's armour on in this great struggle ere they had reached the age of eighteen years—the same are afforded.

Does that close the matter? Is the tale full told? Not if the latter is to end up in the good old-fashioned way—"and lived happily ever after."

Whether he finds his feet or misses happiness—this man who went over there so blithely, so willingly, braving unnamed things—depends on how the public helps or hinders. Help or hindrance results in either the making or the marring of a brave man who brought honour to the Maple Leaf.

He wants the "hero" business not overdone if it is going to be set against his chances for a job that he is made good for, through treatment and training.

He wants word-sympathy not at all, but hungers and thirsts for work and encouragement to get to work, and to stay working in the full enjoyment that work gives.

Act the part of a friend. Help find your "hero" a well-paying job, and let him lean a little on your strong arm till his first faltering paces grow assured. The training and care he has received from the Department of Soldiers' Civil Re-Establishment shall not then be long in gaining him his rightful place in the citizenship which he brought honour to in France and Flanders—where the poppies wave over his never-to-be-forgotten comrades-in-arms.

Then to the end of the story he will carry on, happily.

THE one clear-cut objective of the Department of Soldiers' Civil Re-Establishment's Vocational Branch is to train the veteran along that particular line wherein his war-acquired disability will militate least against his earning a competent livelihood.

RE-ESTABLISHMENT

"Wasn't I the homesick lad, ever longing for a whiff of the good Canadian clover and the smell of the pines in our bushlot!

"Rooks and hedgerows and primroses make a poem of a spring for the Old Country; the summers are jake, and the winters passable with hosts of things to see (if you were on leave); but I sure longed to be sitting on that knobby stone culvert, with the thistles and the mullein stalks prodding into me, where the mainroad meets our sideline."

Oh Country of Dreams!
Beyond the tide of the ocean, hidden and sunk away,
Out of the sound of battles, near to the end of day,
Full of dim woods and streams.

* * * * *

That was the old, old story—but now the war is over and the lads of service for the rights of the weak have "come into their own" once again.

"What will they say?" "How will they think we did?"
"What will they do with us?"

A grateful country is answering these questions of five long years from overseas "Canada", through its Government and through its specially devised Department of Soldiers' Civil Re-Establishment.

SCOPE IN BROAD

The operating organization of the Department of Soldiers' Civil Re-Establishment broadly resolves itself into:—

1. General administration under the Deputy Minister.
2. Personal service to the ex-soldier undergoing treatment or training, such as pay records, clothing, leave, dependents' interests, discipline, under a Chief Inspector.
3. Medical services under a Director of Medical Services.
4. Manufacture and maintenance of artificial limbs and appliances, under a Director of the Orthopædic and Surgical Appliance Branch.
5. Ward occupations, curative workshops, and vocational re-training under a Director of Vocational Training.
6. Placement of undischarged demobilized members of the Forces in touch with opportunities for employment, under a Director of Information and Service.

The general organization of the Department consists of head-quarters at Ottawa and at eleven principal units, corresponding with the Military District of the Dept. of Militia and Defence. The present opportunity does not seem a fitting one wherein to refer even briefly to many of the phases of the Department's wide-spanning activities. There is a Dietary Branch, an Accounting Branch, as well as others dealing with records, pay and allowances, transportation, clothing, etc.

It appears more timely to enlarge a little upon the features of the Re-Establishment work wherein the need exists for the sympathetic, understanding co-operation of every Canadian citizen.



PATIENTS' INFIRMARY, QUEEN ALEXANDRA SANATORIUM, LONDON, ONT.

A treatment-home—one of many—for the men of Canada's Army.

THE re-establishment in full health of the returned soldier by the Medical Services of the Department of Soldiers' Civil Re-Establishment is part payment of a debt which the country owes the man who has been disabled in the long-drawn battle for the rights of civilization and for everything which Canadians hold dear.

MEDICAL SERVICES

The vast importance of the Medical Services of the Department of Soldiers' Civil Re-Establishment must be apparent to even the casual observer who is constantly coming in contact with a Canadian public, who so nobly sent such a large percentage of its population to the great struggle for this world's freedom, and whose composition presents such large proportion of those who bear the scars of the havoc of war.

For purposes of administration, Canada is divided into units, in each of which is situated a branch of the Medical Department centrally located, the surrounding country being covered by Medical Representatives, so placed as to render the service highly efficient for those requiring treatment.

The growth and activities of the Medical Branch have been tremendous. In June, 1918, the number of patients cared for was only 1,200; by the end of June, 1919, this had increased to 12,870.

The patient strength of the Department on August 1st, 1919, was as follows:—

Medical and Surgical Patients, in hospital	4,176
“ “ “ “ out-patients	6,353
Tubercular Patients	1,787
Insane	737
Incurable	85
Total under treatment	13,138

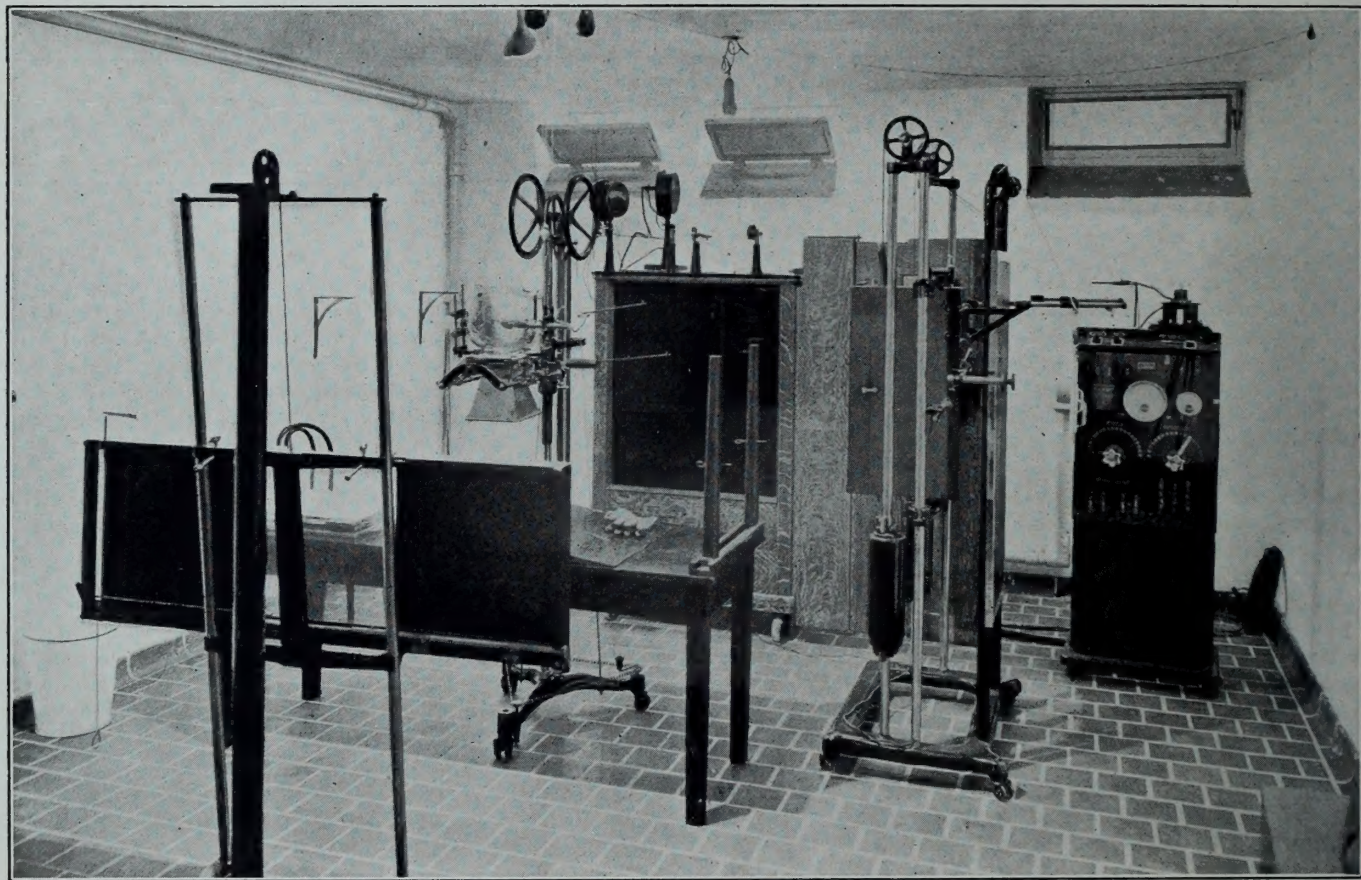
These figures represent only a small portion of the vast amount of medical work—including medical reports, expert advice, special examinations, interviews, personal and otherwise, etc.—which of necessity follows when dealing with such a large number of men and their relatives scattered over this great Dominion, and having many varied viewpoints and requests.

It may be said without fear of contradiction that the provisions made by the Canadian Government for ex-members of the Canadian Forces are on a more liberal basis as regards pay and allowances of men undergoing treatment, and provide for those dependent on them more adequately than any of the allied countries.

Patients undergoing treatment for disabilities due to war service, and their dependents, receive adequate pay and allowances until such time as the patient is able to resume his place in civil life, or further hospital treatment is not required (when pension is granted).

Those who have a recurrence of illness on account of war disabilities may return to the Department for free treatment under the same financial condition as existed prior to their discharge from the service.

Treatment may also be given to ex-members of the Canadian Forces in Canada, who fall ill from any cause within one year after discharge from the army, with certain exceptions.



X-RAY ROOM—QUEEN ALEXANDRA SANATORIUM, LONDON, ONT.
Canada's War-Wounded are deemed worthy of the "last word" in Modern Scientific Treatment.

THE situation Canada now faces, and will continue to face for some time to come, is this: the Department of Soldiers' Civil Re-Establishment; through its Information and Service Branch, places men, but unless we can secure the co-operation and the warm sympathy of the employer of labour, many of these men must perforce remain idle.

Among other phases of this work is the dental treatment of those undergoing medical or vocational care by the Department.

The Medical Services are conducted with due consideration to economy and there is no overlapping of hospitals. There are under the control of the Department ten hospitals having a total accommodation of 1370 beds, and fifteen Sanatoria for tubercular patients providing an aggregate of 923 beds, at the present time.

In thirteen other Sanatoria throughout the country, not under the control of the Department, wards representing 1020 beds are set apart for the accommodation of patients who require treatment for tuberculosis.

The advantages of the Canadian system have been recognized and closely studied by the other allied countries—a compliment in itself. Actual records show that over 75% of those ex-members of the Forces, who have fallen a prey to the disease and who have been treated in the Sanatoria of this department, are able to resume useful occupations in civil life.

Canada, by the establishment over two years ago of a government controlled factory for the manufacture of standardized and perfected artificial limbs, orthopædic boots and other surgical appliances, originated a policy which is being followed by allied countries. This was considered necessary to prevent the possibility of the exploitation by private firms.

Over 85% of the members of the Canadian Forces who require artificial limbs have been satisfactorily fitted with appliances manufactured in the factories of the Department. Amputation cases totalling 3,990 have been fitted with artificial

limbs. Special orthopædic boots to the extent of 3,076 pairs have been provided; and a grand total of 14,371 amputation and orthopædic cases have been given service by the Branch since its inception.

Not only are the artificial limbs made by the Department less expensive and more satisfactory than privately manufactured articles, but an added advantage is that, with a standardized type, it is possible to maintain throughout Canada depots for the maintenance and repair of these appliances under the supervision of the Department. There are now twelve such depots obviating long trips with consequent loss of time to those ex-members of the Forces who require adjustment or repair of the appliances which have been furnished to them.

A progressive experimental branch is constantly engaged in seeking and devising new designs, and improving existing appliances.

An outside nursing service is in operation for the purpose of tracing up such cases as have been discharged from the hospitals, with a view to determining whether home treatment which has been prescribed is being properly carried out, and that the conditions under which the patients are living are conducive to their improvement.

The Medical Branch of the Department has had a gigantic work and has effectively grappled with it; and when the ex-soldier finally regains health and strength as far as it is possible for modern science to restore it, he will once more be in a position to resume responsible citizenship with all its duties and privileges.

NO sensible person will think that you mucked through fire and mud and gas in France, and made the record you did, only to play "ducks and drakes" with your chances for a prosperous future. Now, again, is the time to show your "initiative." Remember the Canadian way. Sir Arthur Pearson says: "There is an extraordinary pleasure, too, in overcoming a handicap—in being, if you like, a little bit of a marvel to yourself and to others."

Returned "Canada," isn't the real thing "up to you?" You can waste the country's money if you do not train earnestly. You waste your future if you do not avail yourself of your present vocational chances to the very utmost. You are wasting something of your glorious past and all of your present.

VOCATIONAL TRAINING

IT was back in the Fall of 1915 when Canada, realizing that war meant broken men, first set about the problem of vocational training. For two years progress ensued, from little ever growing. By the end of 1917 considerably over 1000 ex-soldiers had been taught new trades and re-established in industrial life. To-day that number has increased to 5,300.

Canada's contribution in men to the battlefields of Europe can be reckoned as half a million. Leaving out those gallant sons who will never return, at least 155,000 of this number have figured in the casualty list as wounded, or have been incapacitated by sickness from service. In two of the allied countries, for instance, France and England, it has been estimated that 10% of the casualties will require re-training, whereas in Canada the Department of Soldiers' Civil Re-Establishment has found that approximately 15% of the casualties are in need of re-training in order to return them to a position of self-support in civilian life. This points to a total of 23,300 men who will in all probability benefit through Canada's provisions for the re-training of disabled men. These figures are exclusive of training to be provided for Minors.

THIN EDGE OF THE WEDGE

The first link of the vocational chain is forged in the hospitals—the ward occupational work—which experience has demonstrated to be a most powerful factor in bringing the disabled soldier back to the stern realities of the life he must face, after leaving the hospital.

The occupations consist of basket work, embossing letter work, weaving, wood carving, etc., and, being primarily curative in their design, are carried on under medical direction, though first place must be conceded to the Ward Aides who give the instruction in the various classes. These young women—they now number nearly 400—after being trained in Toronto University, are allocated, on graduation, to hospitals and sanatoria, where they impart the knowledge of the crafts in which they have specialized.

Then you have the curative workshops in the hospital also, where wood carving, machine shop work, clay modelling, telegraphy, and a variety of other occupations are taught.

This occupational therapy, like that of ward occupation,



RUBBER SHOE MAKING.

In which some Khaki cripples are preparing to re-enter civil employment.

SIZE up the situation for yourself, Mr. Returned Man, you can see that everybody's heart is in the task of your happy re-establishment in civil life.

The Government of your country has a duty, the employer has a duty, the man you will rub your "civie's" shoulders against in factory, office—or wherever else—has a duty; your family, relatives and friends have a duty. It is everybody's.

But the utmost effort of the whole lot will be not worth two-a-penny unless you buckle to and do your full civilian duty too. If you see your duty clear there is no fear. Your record overseas shows that in civil life you will not be "the six o'clock and pay-day sort" that the employer has no use for. "Do it with all your might" is a time-honoured workaday adage.

is under medical direction, the medical officer designing the treatment and the Vocational Branch seeing that it is carried out.

Men whose muscles have been impaired by injuries, or by long sojourn in a hospital cot, are put at work where these muscles will be awakened into normal activity. Often enough a man suffering from bullet wounds in the hand will find after he has worked a few days at shoe repairing that, unconsciously, normal movement of the muscles has returned to him, while, at the same time, he has been learning something of a new occupation. Thus, bit by bit, the man's physical and mental condition is built up.

It does not follow that, because a man learns cabinetmaking in a curative workshop, he will pursue this trade on discharge, or be permitted to take training in it. The main thought is to get his mind away from matters military and his own disabled condition, and to re-awaken in his mind, so long accustomed to army routine and the discipline that goes with that routine, the desire to do the best that he can in making a success in his new life. But, if the hospital course can be so directed that the training fits profitably into the soldier's future means of making a livelihood, so much the better.

This phase of the work is looked after by vocational officers resident at the hospitals. Theirs is an important

task and the utmost care is taken in their selection. Besides having a knowledge of industrial conditions, they must also have a knowledge of the soldier, and competent to meet him on equal ground. Just how seriously they take their work can be gathered from the remark made by one of them to a fellow-worker:

I want the returned soldier to leave me, not only pleased with the future outlook, but pleased with my efforts as representing the Department of Soldiers' Civil Re-Establishment and feeling that the Government is doing all in its power to reinstate him in civil life with a maximum chance of achieving success in his newly defined career.

I must at all times be gentle and patient; at times forceful. On some occasions do most of the talking; on others be a good listener. I must consider his education, his previous occupation, and his disability, so dovetailing these three factors that I may make a clear-cut suggestion as to the best direction he should follow. In all truth I am dealing with the re-birth of a man.

SELECTING A NEW OCCUPATION

It is not until the soldier is finally discharged from the Canadian Expeditionary Force that the question of his Industrial Re-Training, or what form it will take, can be definitely considered. Hitherto his re-education has been directed along curative lines, with the Army Medical men



ARMATURE WINDING.

Hundreds of the Dominion's crippled ex-soldiers have taken up various electrical trades.

OUT of hospital "blues" into a throbbing, dead-in-earnest factory or office! That summons all the spirit and determination that a man has in him.

And that is where the employees can do an assist-play. Encourage the ex-service man at the next desk. And that theatre-of-war chap, hammering at the bench to your right, will come along at twice the rate if you go just a wee bit out of your way, playing the "friend in need." He will be grateful.

having a large say. Now, that he has exchanged his army suit for one of blue serge, the Department of Soldiers' Civil Re-Establishment takes him entirely in hand to perfect the re-moulding process, which is to make him a skilled worker, and to make him lose the Army mind to which Kipling alludes:

Me that 'ave been what I've been,
Me that 'ave gone where I've gone,
Me that 'ave seen what I've seen—
'Ow can I ever take on———.

Hence the Department's ideal throughout—to keep the warmth of life in its task of public utility—with due economy.

The question of eligibility for re-training can be summed up as follows:—

- First: Is the soldier so disabled as a result of his army service, as to be unable to resume his former occupation?
- Second: Did the soldier enlist under the age of 18, and so suffer a severe interruption in his preparation for his life's work?

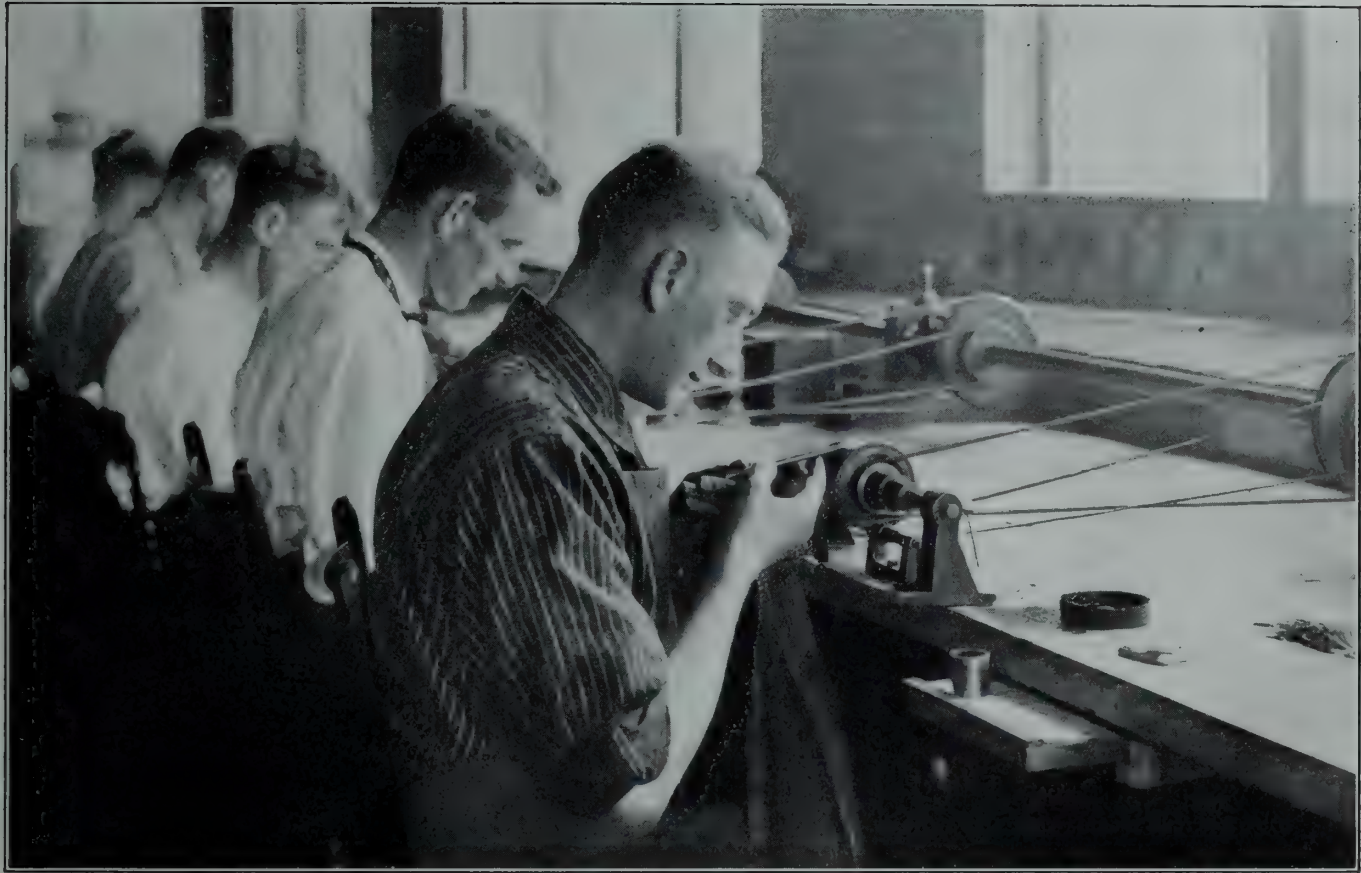
When these questions are answered in the affirmative by the Director of Vocational Training, the rest is a matter of

routine until he commences his instruction. Speaking of routine, do not let that familiar office term depreciate the immense importance of the work of the Interviewers and the Disabled Soldiers' Training Board, for the selection of a new career is a weighty matter and none are more aware of its portent than those who interview the veteran. It is done in a spirit of comradeship, understanding, and help.

This interviewing is carried out by men who have been specially selected for this work and who understand both it and the soldier. Many of them are University graduates with varied technical and industrial experience; others have been employers of labour and have first-class acquaintance with local industrial requirements and conditions.

Harking back to our interviewers, let it be emphasized that they have to think hard and quickly, and act with decision. While the soldier is permitted an almost free hand in the selection of his training course, yet wise suggestion plays an important part in the right choice. They never talk a man into a course; on the other hand, they often talk him out of one; for although, as far as possible, a man's own inclinations are followed, it is necessary at times to query his choice.

For instance, to endorse a proposal to grant a course in book-keeping to a former labourer in his fortieth year who has forgotten all he ever knew of the three "R's" would be obviously



GOLD PEN GRINDING.

Trades that are sedentary attract many through necessity. Financially, sometimes, "The Pen is mightier than the Sword."

THE Department of Soldiers' Civil Re-Establishment's mission is to retrain the disabled veteran and put him in a position to earn his livelihood despite his disability; but it is the employer of labour who must carry out the rest of the bargain and utilize the services of the returned veteran.

It becomes obvious that when the soldier has been equipped by means of his vocational training for industrial life, unless there is an outlet for his services he must swell the ranks of the unemployed.

absurd, although the man might not share this opinion. To talk the applicant out of his plan and shepherd him into a more suitable line of training and to send him away satisfied is more difficult than it seems. Thus a fair amount of quizzing and delving into the man's attitude of mind is necessary before a decision can be arrived at.

The interviewers have before them the candidate's hospital records and military history, but the man-to-man confab counts above all.

Was the vocational officer at the hospital correct in his initial summing up of the applicant, was the training undertaken there merely a passing whim, was it for curative measures solely?

What is the best disposition for this particular case, having in view his disability, his pre-war occupation and his age? (Remember that the ages of these veterans run all the way from 18 years to 70.)

What prospects does the trade offer; what will it offer six months hence?

Will that crippled shoulder, or wounded knee, or missing hand, or gas affected lung, handicap the man to too great an extent in his selected vocation, or will he, despite this disability, be able to compete with the 100% physically efficient

civilian worker? Can his pre-war occupation be used as a foundation on which to build the new career? All these questions come up and have to be settled to the mutual satisfaction of interviewer and applicant before a recommendation can be made.

How is this re-training carried out? The answer to that is that there are two systems. The first is to place the student in a Technical or University Trade School. The second, to place him in a factory, business house, or industrial plant. Out of these two systems spring a third which has much to commend it: a combination of educational institution and industry. By this method, the soldier student is given preliminary ground work for, say, half his course in a trade school, and then placed in a plant or commercial house to complete his training. Experience has shown that the man trained in an industry, or in a trade school and an industry, has a better chance of employment and of remaining in that employment than a man whose sole training has been confined to a trade school.

The Technical and Commercial Schools throughout the country have been extensively used for the re-training of disabled soldiers, and, in addition, the Universities have co-operated to a considerable extent with their fine equipments.



NOT VIEWING LIFE AS THROUGH A GLASS DARKLY.
This is a "Maple Leaf" Veteran training for the Art Glass Industry.

Branches:
Medical,
Orthopaedic and
Surgical Appliances.

Medical Branch:

Total number of Patients treated since Jan. 31st, 1919:

January.....	6,320
February.....	7,442
March.....	8,896
April.....	8,945
May.....	9,487
June.....	11,048
July.....	12,441
Total.....	64,579

Patients on Strength of Dept. S.C.R., July 31st, 1919, in classes as follows:

Tubercular Patients in Hospital.....	1,761
Insane Patients in Hospitals.....	716
Medical and Surgical Patients in Hospitals.....	4,424
Patients receiving Treatment in Clinics.....	5,540
Total.....	12,441

Orthopaedic and Surgical Appliances Branch:

Total Amputation and Orthopaedic Cases:	
Which have been given service by Branch.....	14,148
Number of cases fitted with artificial limbs.....	3,744
Number of pairs of Orthopaedic Boots supplied.....	2,941

Information and Service Branch:

Total interviews regarding future prospects of members of C.E.F. made prior to Discharge.....	241,580
Number of Queries regarding Government benefits for ex-members of Forces which were satisfactorily dealt with....	245,103
Number of Co-operating Government Employment Offices opened from Atlantic to Pacific.....	894

THE DEPARTMENT OF SOLD

DOMINION

CONSOLIDATED ACCOMPLISHMENTS

Information and Service Branch—Con.

Number of Applications for Employment of ex-members of Forces received.....	55,960
Number of men placed, 84.9% or.....	47,514

Vocational Branch:

Total number of courses for Re-training Approved:	
Courses Deferred.....	459
Courses Granted not Accepted.....	950
Not notified as Commenced.....	3,947
Courses Commenced.....	16,977

Total Approved..... 22,334

Courses Commenced, as follows:

Courses Completed.....	5,183
Courses Discontinued.....	1,392
Number taking Courses.....	10,402

Total Commenced..... 16,917

Follow-up Record of Completed Courses, March 31st, 1919:

Employed as Trained.....	67.94% or.....	2,162
Employed otherwise.....	22.26% or.....	708
Sick.....	3.23% or.....	103
Deceased.....	.83% or.....	26
Unemployed.....	5.74% or.....	183

Total..... 100.00% 3,182

Total number Re-trained and again taking their places as Civilian Wage-earning Citizens, 2,870 or 90.20% of men reclaimed. Results are not tabulated until four months after completion of Courses, and men are stabilized in employment.

RS CIVIL RE-ESTABLISHMENT

OF CANADA

T STATEMENT TO JULY 31st, 1919

Branches:
Information and Service,
Vocational Training

1. Total Enlistments in C.E.F..... 590,572

2.	Killed, Died of Wounds, D'ed of Disease, Presumed Dead, Missing, and Deaths in Canada.....	59,545
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3. Wounded and Prisoners of War..... 158,888

Total..... 218,433

Note: With the exception of the Information and Service Branch the greater portion of the work of the Department of S.C.R. deals with group three.

THE Department's Medical Services have physically restored and will restore wounded "Canada" to the limit of skilled treatment. Its Orthopædic Branch, if needs be, has provided and will provide him with artificial limbs and appliances best suited to the case. Its Vocational Branch has equipped, and will equip, these war-tried men for a new start along the path of industrial endeavour. It is you, Mr. Employer, who can see that their feet, once placed on this path, shall not be permitted to stray from it.

GETTING TRAINED "ON THE JOB"

But the training of soldiers in industries is one of the most striking features of the work. By many it was regarded as an audacious step; possibly an injudicious one. It was argued that the opportunity would prove a tempting one for the unpatriotic employer desirous of exploiting the soldier; that rather than give him training he would put him at some form of labour which would mean a profit to the employer and a waste of time to the soldier bent on learning a new trade. Fortunately, these fears have proved unwarranted, mainly because of the careful selection of the industries, and, in a measure, because of the patriotic attitude of the average employer.

To get in touch with these local industries and ascertain what openings existed for re-training, is a task assigned to a sub-branch termed the "Industrial Survey Department." Its first step is to survey the leading industries, interview the men at the head of affairs and get them interested in this 20th century plan of re-establishing the disabled soldier.

The men charged with this work are specially selected and trained for the position. They explain their mission to the manager of the industry and sound him on his attitude towards the re-training of the returned soldier. It is emphasized that his plant or factory will be under no financial obligation, as the Government will pay the man during his course of training.

All that is required from the head of the industry is the simple agreement to train the man in a stipulated time to such a point of efficiency that he would be self-supporting. The preliminary interview with the manager, before commencing the actual work of surveying the factory, often results in the obtaining of useful information that could be obtained from no other source. The surveyor is then introduced to the superintendent of works and thereafter taken through the industry for the purpose of meeting the heads of the various departments. Each department is then inspected and written up.

HUNTING UP LIKELY INDUSTRIES.

A momentary examination of this surveying task shows its immensity. First of all, there is the interesting of the employer in the re-education of the crippled veteran. Then the study of each occupation in the factory concerned, with a view of ascertaining what relation it bears to the handicap of a physically below-par veteran. The hours of labour, the physical and mental strain involved in the various tasks. The length of time it would take the student to become a worker capable of earning a competent wage and the prospect of steady employment after he has completed his re-training.

The utmost care must also be exercised in seeing that a man is not trained for an occupation which would overtax his reduced physical powers. Employers of labour and their



MANUFACTURE OF ELECTRICAL EQUIPMENT IS A PREMIER CANADIAN INDUSTRY.

Ex-Service men "making connection" with a new and lucrative trade.

*T*HERE is this to be emphasized over and over again: the Government does this and that, the employer has a duty and a privilege, the man's friends and fellow employees must do their bit—but in the last analysis is it not the ex-service man himself who alone can play the winning card?

If he shirks, if he doesn't turn his opportunities to best account with his entire will and strength, then he dooms himself to march right-foot, left-foot with failure. Play the game.

executive subordinates, with an eye to output, are inclined to display impatience at the slow methods of a green man. Some disabled soldiers present no outward appearance of the wounds which have incapacitated them. This is particularly noticeable in the case of head, flesh and abdominal wounds. The long hospital sojourn has given them little opportunity for exchanging unnecessary adipose for necessary muscle, on the other hand, it has often given them a false look of robustness. Consequently, a superintendent or foreman, seeing an apparently physically perfect worker struggling with a light task, is inclined to use harsh words to the unwitting slacker. When that happens the sparks fly, though in fairness to the soldier, experience has shown that only in rare instances will he try to play on the sympathies of his employer on account of his battle wounds.

These surveys have brought to light the rather astonishing fact that there are many opportunities for the disabled man to train himself in technical occupations requiring various degrees of skill. The man with an amputated arm, instead of being pitchforked into a night watchman's job at a meagre wage, can now fill quite a number of positions where the loss of his arm will not prove a handicap.

The soldier disabled by abdominal wounds, for instance, can be taught a trade where he can sit down for the eight or nine hours that he has to work in the shop. All that was

necessary was to get such positions listed and, with the consent of the manager of the particular plant or factory, have the soldier placed, there to be taught his new occupation.

And this work of surveying is never completed. It grows in volume every day, for, with the cessation of hostilities, many plants and commercial concerns which had gladly taken on disabled soldiers for educational purposes were forced to close down. It is now the most earnest task of the Industrial Survey Department to find other firms to take their places and, as the number of men granted courses is still increasing and will not reach its peak for some months, the problem is serious.

"SEEING THE MAN THROUGH"

When it is decided to place a soldier in a certain industry to learn a trade, a member of the Industrial Survey Branch, known as an inspector, completes all the preliminary work incidental to the introduction of the student. He takes him down to the plant and introduces him to the foremen or superintendent, or fellow employee who will have charge of his training. He is given sound advice as to his future line of conduct, and emphasis is laid that he is there for the purpose of applying himself diligently to the learning of his new trade and that he is in all reality the moulder of his own future. He is visited weekly by the inspector, who reports on the man's



SITTING JOBS ARE A BOON TO LEG AMPUTATION CASES.

Fountain Pen Making is one example out of many.

WE look to our returned men to raise our standard of efficiency in all departments of work into which they drift. Give them a chance. The result will be speedy solution of all the problems of repatriation, a great onward rush to Canada, and the highest satisfaction to all who showed their faith in returned soldiers by employing them. Already some of our returned men are handling jobs they would never have thought of seeking, before they had the schooling the war has given them in method, self-reliance and tenacity of purpose.

conduct and progress and also on the opportunity which is given him to absorb his training.

Should the inspector not be satisfied with the conditions, or should he come to the conclusion that the man's labour is being exploited, or should the man himself complain and the complaint be found justifiable, the Department reserves the right to transfer him immediately. The Industrial Survey Department maintains control of the man until he completes his course, but with this exception, that when he is actually engaged in the factory or shop, he is under the jurisdiction of his employer. While he is under instruction he draws the following rate of pay, monthly:

A single man	\$60.00
A married man without children	85.00
A married man with one child	95.00
" " with two children	103.00
" " with three children	110.00
and six dollars for any child in excess of three.	

SMOOTHING OUT THE KINKS

The development of industrial re-training brought into being an important sub-department for the investigation and adjustment of complaints of the veteran during his instructional

period. The disabled soldier who has become pro tem a ward of the State, and who is now being guided and assisted back into industrial life, encounters many difficulties, most of which can be straightened out by practical assistance and advice. The attitude of the Adjustment Department is to welcome complaints, this is not merely a sentimental statement, but a real and genuine description of attitude, and this is impressed on the men.

All complaints are carefully investigated and wherever possible adjustment is made. Assistance is also given in securing information regarding pensions, land settlements and the non-payment of moneys due by the Government. In the case of a man absenting himself from his training class, or industry where he is taking training, an official from the Adjustment Department calls on him and finds out if the absence is due to wilfulness or to sickness.

"BIG BROTHERING" THE RE-TRAINED

When the period of re-training has come to an end, the student is transferred to the After-Care Department, which is charged thenceforth with the duty of "following-up" his case and recording how he acquits himself in civil life. Monthly reports are furnished which record the particulars as to his present employment, his salary and his prospects of advancement.



OXY-ACETYLENE AND ELECTRIC WELDERS ARE NOWADAYS MUCH IN DEMAND.

Disabled "Canada" is here shown getting ready "for hire."

It is inconceivable that a man who has given his service—often his limbs and often his health—for his country, but who, thanks to the re-training, has been placed in a position to earn his living—should be forced to remain idle when others—many of whom turned a deaf ear to their country's call—should be guaranteed steady employment. Look about you—then telephone the nearest Information and Service Office about that “likely place.” An ex-service man needs it.

The method of making the first contact with the vocational student on the completion of his course, is to write him stating that his final cheque of an extra month's pay is available if he will call for it. When the man drops into the office he is told in a friendly way, as between man and man, that the Department's interest in him has not come to an end with the termination of his training course, but that his alma mater will continue to keep in touch with him until he feels confident that his position is permanent.

There are three methods in which contact is maintained with the re-trained men. The first is by visiting them at their homes; the second, by visiting them at their place of employment, or else seeing their employers; the third, by correspondence. The first method is preferable, and the second only resorted to when it is found that reliable information cannot be obtained from the man's home or place where he boards.

The Department of Soldiers' Civil Re-Establishment receives the disabled soldier, cures and reanimates him to the bounds of medical and surgical possibility, remoulds him for a calling wherein his physical shortcomings shrink to a minimum, procures him a situation where he should be able to barter his training for adequate cash equivalent, in a word, “older brothers and fathers” him back to independence and self-control, with all that these terms imply. Then the Department, realizing its full function, essays a yet further duty,

after-information concerning the man who suffered for his country's weal.

A moment's consideration will show, setting aside totally the fact that “follow-up” service is simple justice to the man, revealing whether he is well and happily reinstated in civilian life free from apprehension of the future, how it is absolutely essential that data should be secured whereupon to found judgment on actual Re-Establishment results and thereby secure those figures so necessary to the completion of a comprehensive profit and loss account.

It is a rule of the After-Care people that, where possible, information should be obtained by direct converse with the man, rather than from his employer, to obviate any suspicion that he is being dogged on return to civil life. It should be remembered also that the Department has absolutely no strings on the re-trained soldier after completion of his course, and, therefore, any information that he elects to give is entirely a matter of his own volition.

The fact that information is never refused demonstrates the kindly feeling men maintain for their treatment during instruction and also speaks for the tactful manner in which they are handled thereafter. In the course of this following-up process, instances come to light of men who are unable to carry on as re-trained. Some find that the work taxes their physical endurance to too great a degree; others, that indoor employment does not suit them, while a minority suffer from



DENTAL MECHANICS, THROUGHOUT THE DOMINION, MAKE GOOD MONEY.

Many wounded "Soldier-Citizens" have "gritted their teeth" and qualified.

THERE is a place to fill wherein none other may succeed but the fellow-worker of the man come back from yonder. The best effort of all—the Government included—will fail if the hearty, full-measured co-operation of the veteran's business companions or fellow-workers are lacking, in re-establishing him. If the returned soldier can last the first few months—and he will if you cheer him when down-hearted—he will win his peace-fight.

a recurrence of their war disability, and are unable to work steadily. It is in cases such as these that the need of After-Care work is shown.

We fought, but we cannot fight again,
For the past looms through a mist of pain,
But a big content lies in the strain—
"We fought—for you!"

An endeavour is made to suit the job to the man, rather than the man to the job, and he is encouraged to call at the Department to talk over his troubles. As a personal card is kept of every graduate, on which is recorded every interview with him, the Department is in possession of the latest information as to his movements so that it is an easy matter to size up a genuine case of unemployment or hard luck. Where the recurrence of his war disability clearly places the re-trained man outside the labour market, his case is brought to the attention of the Medical Services with a view to obtaining adequate treatment for him, or of getting his pension increased. It is the experience of After-Care people that quite a number of men who take re-training in the various Departments of Soldiers' Civil Re-Establishment centres drift to points outside. When that happens, a communication is sent to the graduate's last known address, to which he is asked to reply. The letters are

written, as far as possible, in a man-to-man tone, and the spirit of officialdom is strictly tabooed.

After months of stereotyped formal communications in which the soldier is made to feel that he is an infinitesimal cog of a vast military machine, he is not disposed to reply readily to letters recalling the red tapeism of his soldiering days, but when he receives a letter couched in friendly spirit inquiring into his welfare, he thinks that the only decent thing to do is to reply forthwith and give the information asked for. There are cases of men who have gone to Great Britain, California, the Southern States and even to Brazil, but who still, in spite of the miles that separate them from their former training centre, maintain a fairly faithful correspondence.

PROOF OF THE PUDDING

That they are grateful for the opportunity afforded them by re-training is evidenced by the large number of appreciative letters received. Here is one from a young French Canadian who was granted a Commercial Course:

Your letter of the 7th inst. received to-day, asking if I had secured a good position in Montreal. Yes, sir, I have, and better money than I earned before I enlisted. The head of my firm is an American, Mr. A———, and he is pushing me ahead and giving me special training so that I have a real good future in front of me. I wish to thank you for the trouble you have taken in my case.



ARTIFICIAL LIMBS—ROUGH-SHAPING.

The Government has standardized and makes its own orthopædic appliances, and our war-maimed are trained thereat—with prospective excellent pay.

THEY left their Canada as raw young fellows, some of them schoolboys—few of them knowing anything about war—yet in no long time they were put through the stern school of army training, and turned into the very best soldiers in the world's biggest battlefield. They are readaptable. They can be made as efficient in civil life as they proved in military life. All they require is a chance. Everybody who employs others can give some of them a chance, and more than that, everybody should.

Here is another from a man who was granted a course in Mineralogy at the Toronto University:

My salary is \$100 and board. The position I am now holding is due entirely to the training I received, and I sincerely thank one and all for what they have done for me.

Another young fellow who was seriously wounded and was granted a Telegraphy course has this to say:

It is with great pleasure I record that my re-education has been of the greatest benefit to me, also that I am progressing very well with my work, having received two raises in my salary in the last two months.

Yet another telegrapher writes:—

I am working nights as an operator and my pay under the new schedule is \$116.00 per month. The vocational training which I received gave me my start, and with a little work on my part, I have now reached a stage in which I can comfortably take hold from an operator's position.

The Vocational Branch makes no extravagant claim in regard to the remoulding of the human material which passes through its hands. It doesn't pretend to make a chartered accountant out of a bricklayer nor a scenic artist out of a

labourer. Its aim is to re-train the industrially handicapped man so that he will make a living after he has completed his instruction; but it can look with a certain amount of quiet pride on some of its achievements and say, here, we have not only re-trained a man for a new start in life, but placed him in a position to earn a bigger salary than he drew before enlistment, and this in spite of war disability. The whole attempt is to give the weak-of-leg man a shoulder-and-brain job that will be remunerative.

Vocational Training has done something when it has turned a farm labourer earning \$20.00 a month and board before the war, into an Adding Machine Repairer at a weekly salary of \$20.00; an apprenticed carpenter, who has lost four fingers off his right hand, into a draughtsman earning \$125.00 a month; a Newfoundland fisherman, with his right arm amputated, into an Architectural Draughtsman earning \$150.00 a month; an apprenticed carpenter, who sustained the loss of his right leg at Passchendaele, into an Electrical Engineer at \$1600.00 a year; a plasterer into a Laboratory Assistant at a handsome salary, and a locomotive engineer, whose right leg was amputated below the hip, into an Architectural Draughtsman at \$1800.00 a year. Other cases are those of a farm hand who was badly wounded in the right leg and who is now a Railway Operator at a monthly salary of \$125.00, and a former motorman on the Toronto Street Railway who



ARTIFICIAL LIMBS—FINISHING.

For many years to come—a highly paid occupation—one in which one war-shattered Canadian helps others.

IT is not necessary here to speak of the fifty-five thousand dead, who now lie beneath the Belgian and French soil, or in the graveyards of German internment camps. It is with the living that we have to do—the living, returned soldier, who is back to Canada to-day in his tens of thousands. It is these men who present the opportunity not to the Government alone, but to every thinking employer of labour throughout the Dominion of Canada.

suffered double amputation of his legs, and is now working for the C.P.R. as an Operator at \$105.00 monthly.

Are there failures? Yes; and it does not require much reflection to say that there are bound to be. Not every man granted a course benefits by it—sometimes through his own fault—sometimes because of his disability—sometimes, and this only in rare instances, because the mistake was made in the initial selection of the re-training course. A generous view is taken of these cases, where it is clearly shown that the recurrence of the man's disability precludes his working at his vocation, or that the selection of his training was ill advised.

When either of these conditions is established, a new course is granted

But the latest figures of those who have "graduated" from classes and industries in Canada show that out of 3,182, up to March 31st, 1919—who have been closely followed up—only 183 were unemployed, a percentage of 5.74%. Remember, unemployment to-day is rife throughout the continent of North America; and then ask yourself if a census were taken of able-bodied workers in a similar number of trades and occupations, whether the unemployment figures would not be much higher.

IF there are times when you weigh in your mind the advisability of employing the hundred per cent physically efficient civilian, who has stayed at home and thereby retained his efficiency—too often at the expense of his spirit of manhood—or the seventy-five per cent physically efficient soldier, whose twenty-five per cent inefficiency has been directly due to the part he played in saving the world from the Hun, let it enter deeply into your soul, that but for that industrially handicapped veteran—and scores of thousands like him—the factory, the office, or the industry which you control, would have passed into the hands of the ruthless conqueror.

INFORMATION AND SERVICE

About the time when the natives of Upper Canada, the Huron Indians, were waging their aboriginal defence against blood-thirsty Iroquois—there was an Englishman trotting in and about the Strand and other London districts (so well known to our overseas men) who kept a diary—famous Samuel Pepys.

Talking of those disbanded from England's late army, one of his entries (in 1662) makes quaint reading:

For so generally they are the most substantial' of people, and the soberest; and (his companion) did desire me to observe it to my Lord Sandwich, among other things, that of all the old army now you cannot see a man begging about the streets; but what? You shall have this captain turned a shoemaker; the lieutenant, a baker; this a brewer; that a haberdasher; this common soldier, a porter, and every man in his apron and frock, &c., as if they had never done anything else.

* * * *

The task of demobilizing Canada's army was early thought out and elaborated.

Upon the unexpected signing of the Armistice, the Department's Information and Service Branch was faced with the necessity of making immediately effective its pre-arranged

plans with a view to the quick re-absorption into civil life of all demobilized members of the Canadian Forces, each to his desire and satisfaction.

Within two weeks after Armistice a representative of the Branch, with the necessary employment questionnaires, was on his way to England to effect a complete survey of the Canadian Expeditionary Forces as to their civil life intentions. He created an organization that covered every man from Ypres to the Vosges Mountains, from the Rhine to the English Channel, and throughout England and Scotland—an enormous task. But the results, accurate and complete, were back in Canada by March 31st, 1919.

Six million items of information were thereby classified and distributed throughout twenty-two dispersal areas in the Dominion, with respect to each man these facts being known: name, regimental number, rank, unit, married condition, age, residence, what dispersal area personally selected, occupation prior to enlistment, occupation desired on demobilization, past experience in that occupation, and various other items. The total data was disseminated before the arrival of each particular draft returning from overseas.

Across the Atlantic, lectures to the troops, distribution of thousands of specially prepared pamphlets, newspaper

THE soldier will prove himself as resourceful and as apt in civil life as those who never knew any other life. He has had advantages that a very large percentage of our people have never had. He has been formed by rigorous discipline and has learned self-control. Such is the man whom you can and must personally help the Department's Information and Service Branch to place in a paying situation.

advertising and showing of informative moving pictures, conveyed to the troops knowledge of the various benefits provided by the Government in their behalf. Further lectures marked the opportunity presented aboard every ship, homeward bound.

Meantime, free Government Employment offices had been established, added to as need arose, in the big towns and cities—where a special branch representative dealt with all demobilized soldiers seeking employment, securing them preference for open positions. Results show that the careful planning was, and remained, equal to the big occasion.

Ex-members of the forces to the number of 247,580 were

interviewed and given full information overseas; 276,182 requests for information as to the Government benefits provided were satisfactorily dealt with; 89 free Government Employment offices have been opened, from the Atlantic to the Pacific; 68,123 applications for placement in touch with opportunities for employment have been received—56,313 of same being placed, or about 82.2% of the total.

Throughout, in all the huge activities of the Information and Service branch, was the outstanding fact evident: the desire on the part of the returned men for a reasonable chance to get a fair living in peace and quietness in the land they fought for; and it is submitted that the desire has been satisfactorily met, considering conditions.

PERSONAL SERVICE

IN case of death, the Chief Inspector looks after the notification of next-of-kin. If distance does not debar, the body is transported. Otherwise, the funeral is arranged with full military honours, photographs of the same and grave being sent.

A stock of clothing is kept at hospitals and other centres. Purchased wholesale, the resulting lower price serves to make the man's clothing allowance go further than by outfitting outside.

This branch also looks after pay and allowances, and records of men undergoing treatment.

OTHER SIDE OF THE LEDGER

At the close of a striking address given last month, in a small Canadian town, one of the speakers took up cudgels for the ex-service man.

He was a hunchback, being also otherwise a cripple. As he took his seat beside the chairman again, he was fairly overwhelmed with congratulations—how he had fought for the ex-soldier!

Employer, townsman, farmer, doctor—be whom you may—I do want in conclusion to give you a message:

"Public sympathy dies with the cooling of the gun barrels" — I want you to prove by your every act and influence that such a saying as this (whatever of truth may have existed in past times) is as false as Hell!

May public sympathy for the men who offered and suffered and endured—and in God's gracious time came back to us out of His own gracious mercy—may it never grow cold—it must not perish.

Had they not strained and endured amid sodden filth or frozen slime (the men you cheered away and admonished to "fight the good fight") then I want to say to you that in Canada here to-day, and probably for all time, we should have fallen upon a bedlam of Horror. One thought of that is enough—God!

A thousand times I say: remember our brave boys when the tears of greeting are dried—the last hurrahs of welcome hushed away beneath folded flags; remember still them and their valour, and what they did for Canada—and for you and yours—and suffer your gratitude to intensify as the days go by—allowing you to comprehend better what their once willing, smile-hidden sacrifice really had meant.

Back into civil life they dribble and pour according to conditions—some weak, some strong. Show your consideration to all.

But upon him who falters through disability in war—it was my war and your war—let the sun of our helpful encouragement go down never. With weeks, months, years—let our interest never, never, never grow cold for these maimed and unstrung fighters of our fight, over there. Then shall a curse fall not upon your roof-tree, nor upon mine.

COMMENT FROM ALLIED COUNTRIES

Representatives of British Ministries of Pensions and of Labour Works visited the U.S. and Canada in March-April, 1919.

The importance of keeping the care of discharged men free from political complications, and of having men of fine character as well as of high intellectual capacity in command of the work, appears to be widely appreciated, and one heard almost as much eulogy of the personnel of the Canadian Department from this standpoint as from that of the work they have accomplished. . . . The Department seemed to me to have achieved amazingly high degree of efficiency which may well be admired and envied.

Dr. Andre Treves, Orthopaedic Specialist in Charge of Re-training Amputation Cases, France.

The system you have adopted appears to me to be quite remarkable, and well suited to conditions in Canada. I do not see what new ideas I might suggest to you, for I am convinced that your work is as successful as possible.

Edmond Dronsart, Director of Re-training of Disabled Soldiers, France.

Let me assure you that I do not exaggerate in stating that we have had the impression that Canada is one of the Allied countries having solved the problem of re-establishment of the ex-soldier in civil life in the most practical way. I return home with many ideas which I will endeavour to carry out.

Signor Putti, Director, Rizzoli Orthopaedic Institute, Bologna, Italy.

This eminent authority testifies his "admiration for the masterly and perfect organization which Canada has succeeded in preparing for the solution of this difficult and important social problem."

Louis Alleman, Director of Re-training of Disabled Soldiers, Belgium.

During most of my visit to other countries I heard principally about theoretical work. A consideration of the fine practical results in Canada has confirmed my conviction that yours is the most complete and most practical, the most rational, of all schemes for the re-establishment of soldiers in civil life I have studied.

MR. Employee—one word, please! You know how you felt, one time, moving into a strange street—or a new town, maybe—and finding that your new neighbours smoothed out many difficulties!

He has got back into what seems to him a new world. Words of cheer from the fellow-workers of the establishment where he has been fortunate enough to obtain a job, mean untold things to him. Make a "pal" of him and do your share in assisting the discharged soldier to his feet.

Back-to-Workville, Canada.
August—Sept., 1919.

Mr. Manufacturer:—

Mr. Business Man:—

Dear Sirs:—

When you take in raw material you do not consider that you are wasting time or good nature when you shape it and change it, and make it valuable for your use.

Some ask, how can a man acquire a trade in the short intensive course of six or eight months that he gets from the Department of Soldiers' Civil Re-Establishment? I know that I get enough proficiency to make me worth a fair living wage, and that I will improve.

But if that were not exactly so, why not do with the raw material of unskilled labour (put it at that, old top) what you do with other raw materials—especially when the former has done your bidding and performed its full duty for King and Country and You, in France?

Please forget the glory business—leave out the high patriotism stuff—sink the fact that I voluntarily forsook my former prospects in life—I want a situation.

Why, a man who spent a year over there (don't take my word, ask the next button-man you meet) cannot estimate an equivalent in money for which he would again go through the personal physical discomfort alone, that he underwent in the Army.

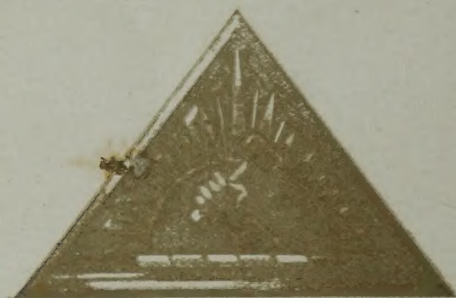
And get this, please, I consider that a long-continued course of induced submission in hospital is hardly an effective preparation for a man's fresh start in life—with training and fighting and mud in the too-near background. It's not the best brickwork on which to build up an existence that war has shattered.

I merely write to ask fair consideration until I readjust myself to the old life. You can assure that for me, but in justness might do more. You can make it a personal matter, only one of many small things that mean a lot to me, to see that the foreman knows I ought to get a helping hand if I need it—for a short while.

Yours truly,

JOHN SMITH (Ex C.E.F.)

DEPARTMENT OF SOLDIERS' CIVIL RE-ESTABLISHMENT



THE CANADIAN WARD AIDE BADGE

The triangular form is representative of mind, body and spirit. The clenched fist—holding a hammer and resting on the bar—signifies the nobility of Work.

Behind is the rising sun—the whole being emblematic of the nobility of work lighting up mind, body, and spirit—which, broadly speaking, is the Idea, not only of the Ward Aides, but of all our work.